

Building a **SUSTAINABLE** **FUTURE** together

A summary of our sustainability
efforts and results in 2024





Working with Deceuninck as a partner means that we reinforce your sustainability goals without compromising on quality or reliability.



Our integrated annual report contains more than 100 pages of detailed reporting on sustainability. Here we summarize the key messages. **The full report with all the details can be found at deceuninck.com/investors.**



Why sustainability is more than just a trend for us

WORKING WITH A COMPANY
THAT MAKES A REAL IMPACT

At Deceuninck, we believe that sustainable choices are the only logical choices for our planet and for everyone who works with us. From energy savings to fair supply chains, we take responsibility at every level of our business.



32% of our energy now comes from renewable sources (solar panels, purchased green electricity)



Our direct CO₂ emissions will be reduced by 34% in 2024 compared to 2021



86% of our suppliers now endorse our code of conduct on human rights and the environment



Sustainable products without compromising on performance

We work with circular materials wherever possible. Deceuninck is strongly committed to using recycled PVC, in line with our circular strategy. This means you can choose products that are ready for tomorrow's standards.

At Deceuninck, we believe in building the future. Our innovative solutions combine top design with energy efficiency and sustainability. This means you are assured of comfort, style, and performance. Today and tomorrow.



COLLECTION

We collect old PVC windows via our own recycling platform so that this valuable raw material does not go to waste.



GRINDING

The collected window profiles are carefully ground into fine grind, ready for a new life cycle.



GRANULATE

We process this ground material into high-quality PVC granulate, which has the same technical properties as new material.



EXTRUSION

We use this granulate to extrude new window and door profiles of high quality.



REDUCING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS

In-house recycling of post-consumer PVC

Through our recycling activities, we directly contribute to preventing waste from ending up in landfills or being incinerated. Thanks to these efforts, we avoided the emission of 45,000 tons of carbon equivalents in 2024.



Co-extrusion to incorporate recycled material into new profiles

The use of recycled materials and recyclability are important criteria in product design. Co-extrusion allows recycled PVC to be used for the core of the profile, while the outer layer is made of new (virgin) material.



Use of pre- and post-consumer waste

We collect and recycle PVC material from window and door manufacturers and installers worldwide. This so-called pre-consumer material consists of offcuts and cutting waste that are generated before the product reaches the customer.



Our product innovation focuses on longevity and energy efficiency

Thanks to advanced profile technologies and carefully considered material choices, we create solutions that deliver optimal thermal performance and withstand intensive use, year after year.





Transparency and trust throughout the entire chain

We only work with partners who actively endorse the highest standards in terms of human rights, the environment, and integrity. The Group's policy on these issues is laid down in the Code of Conduct. Every supplier is contractually bound by our Supplier Code of Conduct, which is based on international principles such as the UN guidelines and ILO standards.

"By reporting transparently on sustainability, we show how we as a company have an impact, both financially and socially, today and in the future. It is more than just a reporting obligation; it is also an opportunity to improve our performance. Transparency is not an end goal, but a lever for progress."

Céline De Waele • Group Sustainability Manager





PEACE OF MIND WITH EVERY
COLLABORATION: WE HAVE CONTROL,
YOU HAVE CERTAINTY

WHAT WE EXPECT

- Fair working conditions: no child labor or forced labor, safe working environment, respect for trade unions.
- Environmental responsibility: compliance with environmental legislation, focus on CO₂ reduction and circular use of materials.
- Integrity and ethical business practices: prohibition of corruption and bribery, transparency in cooperation.

HOW WE MONITOR THIS

- The regional purchasing teams are responsible for ensuring that suppliers sign the Code of Conduct.
- We have established clear internal mechanisms to identify, report, and investigate concerns about illegal behavior or behavior that violates our Code of Conduct. Examples include internal audits supervised by the audit committee, monitoring by the compliance officer, and a whistleblowing platform.
- We conduct country-specific risk assessments in the area of labor rights.
- We actively engage in dialogue with suppliers about their carbon footprint and decarbonization plans.



Sustainability is embedded in our strategy

At Deceuninck, sustainability is not something we 'add on'. It is embedded in our strategy, our governance, and our daily operations. From 2025, we will introduce structured monitoring of our sustainability goals, with measurable KPIs and central reporting at group level. We maintain high ethical standards and ensure ethical business practices throughout the organization.

SUSTAINABLE PRODUCTION AND RECYCLING. We are leading the way in recycling and the use of recycled materials in the manufacture of our products, while reducing our carbon emissions.

A SAFE AND STIMULATING WORKPLACE. At Deceuninck, people come first. We create a working environment where safety, well-being, and personal growth go hand in hand. By investing in training, leadership development, and wellness programs, we encourage engagement and innovation. At the same time, we ensure a healthy and safe workplace for all our employees worldwide through strict safety standards and continuous improvements.

FAIR AND RESPONSIBLE BUSINESS PRACTICES. Integrity, transparency, and sustainability are at the core of our business operations. We follow strict ethical guidelines, respect human rights, and strive to have a positive impact on society. Our global activities are focused on long-term value for all our stakeholders.



"At Deceuninck, sustainability is not a department, but a way of thinking and acting. Every step in the chain, from product design to recycling, is focused on a future in which people and the environment go hand in hand."



Our journey through 2024

In 2024, we invested more than €7 million in targeted climate and energy actions. This investment delivered measurable, tangible results. For the environment, for our processes, and for our people. We maintain high ethical standards and ensure ethical business practices throughout the organization.



Since 2021, our direct carbon emissions have fallen by 34% to a total of 50,000 tons of CO₂ equivalents, which is comparable to the annual emissions of 6,600 Europeans.



In 2024, we consumed 1% less in relative energy consumption (MWh/production volume) compared to 2023 thanks to investments in energy efficiency and renewable energy.



We installed 3,400 kWp of solar panels at three sites in Turkey and the United Kingdom. A total of 60,000 MWh of green electricity was generated on our roofs, almost 5% of our total electricity consumption.



We replaced motors, machines, lighting, and systems with energy-efficient alternatives and implemented IT-driven energy measurement.



We prepared for the electrification of heating through an HVAC pilot study in Belgium.



Through the recycling of PVC in our recycling plant, 45,000 tons of CO₂ equivalents were avoided, comparable to 25,000 return flights between Brussels and New York.



Our recycling output rose to 22,000 tons in 2024, with €4.7 million invested in recycling lines.



We launched GoBag.be, a simple recycling program for installers in Belgium.



We invested €1.7 million in safety, introduced the '10 golden rules' and carried out prevention actions. All employees are covered by a formal health and safety system.



We appointed confidential advisors and offered language support for non-English-speaking colleagues.



We employ more than 3,500 people worldwide, 19% of whom are women. 17% of senior management are women.



In 2024, 16.5% of our raw materials consisted of recycled material, thanks to co-extrusion lines with recycled PVC and the use of pre- and post-consumer material.



We optimized water use through closed systems, new filtration, and air-cooled chillers in Belgium and Turkey.



We invested €600,000 in training, supported by the online platform Udemy, and held regular engagement surveys and town hall meetings.



In 2024, women earned an average of 4% more than men and we rolled out a new remuneration strategy.



We installed Behavior Based Observation Tours to encourage a proactive approach to identify unsafe behavior.



On the road to 2030

We will continue to invest in sustainability with clear goals that everyone in the company is working towards.



REDUCING EMISSIONS THROUGHOUT THE CHAIN

We want to reduce not only our own CO₂ emissions, but also those of our suppliers and transport partners. That is Scope 3. In 2025, we will work even more closely with suppliers to better understand and reduce their CO₂ emissions. Scope 1 and 2 represent direct emissions from our own activities, such as heating and company vehicles, and indirect emissions from purchased energy, such as electricity. By 2030, we aim to achieve a reduction in line with the SBTi guidelines for Scope 1 and 2, while for Scope 3 we aim to reduce CO₂ emissions by 52% per ton of production volume.



STRONGER DIGITAL SECURITY (NIS2)

From 2025, companies in Europe will have to comply with stricter rules to protect their IT systems. These rules are called NIS2. We are preparing for this by improving our digital security. This includes stricter passwords, better access control, and additional security tests.



FAIR AND SUSTAINABLE SUPPLY CHAIN

In 2025, we want to expand this further and continue to monitor fair working conditions, environmental care, and ethical business practices worldwide.



MORE RECYCLING

We plan to gradually increase the proportion of recycled material used year after year. The use of recycled PVC is a key element of the Group's Scope 3 decarbonization target for 2030.



INSIGHT INTO THE ENVIRONMENTAL IMPACT OF PRODUCTS

We are working on scaling up Environmental Product Declarations (EPDs) that calculate and provide insight into the environmental impact of our products.



All information has been independently and externally validated by an audit conducted by PWC.



WANT TO KNOW WHERE WE STAND?

We believe in transparency. That is why we publish an annual sustainability report containing KPIs, concrete policies, and our next targets. **Scan the QR code to download the full report or visit [deceuninck.com/investors](https://www.deceuninck.com/investors).**

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